

Hace Management Company

Executive Director / CEO

EIN 232862437

PA · NTEE L20

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **David Gonzalez, Executive Director / CEO** (\$168,371) against **every comparable organization** that fit the selection criteria — **303** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: David Gonzalez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$236,983 and \$530,559 — 0.67x to 1.50x the subject's \$353,706 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

303 organizations qualified on sector, size, and geography → **303** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,833	\$17,954	\$36,355	\$57,858	\$82,955	\$168,371
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to PA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
35 Hansborough Affordable Housing Inc	MA	\$353,267	President (As Of 1/2024)	\$19,566	\$17,126	2024
Evergreen Village Inc	TX	\$352,685	Secretary/treasurer	\$17,946	\$17,034	2025
Hg Holding Housing Development Fund	NY	\$354,750	President & Ceo	\$34,117	\$29,254	2025
Ivy Hill Development Corporation	CA	\$351,998	Chief Executive Officer	\$16,785	\$14,117	2024
Westerner Mutual Housing Association	CA	\$351,828	Ceo - Thru 9/24	\$27,359	\$23,010	2024
Independent Living Horizons Six Inc	GA	\$356,696	President/ceo	\$21,151	\$21,326	2023
Hcha Redevelopment Authority Inc	TX	\$356,807	Finance Director	\$32,371	\$31,539	2024
Senior Citizens Overlook Inc	NY	\$350,254	Manager	\$54,534	\$47,997	2024
West Central Greenleaf Estates	MO	\$357,435	Chief Executive Officer	\$24,797	\$24,922	2025
United Church Residences Of Oxford	OH	\$347,987	Treasurer	\$50,772	\$52,377	2024
Hrh Neighborhood Hdfe Inc	NY	\$347,636	President &	\$20,444	\$17,993	2024
Lutheran Social Services Of Central Ohio	OH	\$361,947	President & Ceo	\$9,088	\$9,652	2023
Affordable Housing Solutions	GA	\$345,227	President	\$161,840	\$158,497	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Mark's Terrace Dundee	NY	\$345,142	Administrator	\$60,607	\$53,342	2024
Don Pedro Development Corporation	NJ	\$345,000	President/ceo	\$10,348	\$9,265	2023
United Church Residences Of Rome Georgia Inc	OH	\$362,856	Treasurer	\$50,772	\$52,377	2024
United Church Residences Of Ashland	OH	\$344,360	Treasurer	\$50,772	\$52,377	2024
Seventeenth Street Housing Development	NY	\$344,346	President & Ceo (Thru 4/23)	\$56,332	\$51,044	2023
228 East 46th Street Housing Development	NY	\$363,165	Ceo	\$59,698	\$52,542	2024
United Church Residences Of Ellicott	OH	\$343,916	Treasurer	\$34,230	\$36,355	2023
Acre Triangle Community Development	MA	\$342,547	Executive Director	\$8,915	\$7,803	2024
United Church Residences Of South Horn Lake	OH	\$365,136	Treasurer	\$34,230	\$36,355	2023
Asheville-buncombe Community Land Trust	NC	\$365,352	Executive Director	\$95,116	\$95,725	2024
Brookside Senior Housing Development	NY	\$341,111	Executive Director (To Dec 2023)	\$11,334	\$10,270	2023
The Disability Foundation Inc	OH	\$340,853	Executive Dir.	\$140	\$149	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to PA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT	303 organizations. Compensation range \$149–\$340,708; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$353,706); for reference, expenses \$304,194 and assets \$938,768.
ROLE MATCH	David Gonzalez, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	181 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	98 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	54 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (David Gonzalez) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 303 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$168,371 is reasonable (approximately the 98th percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.